Development Services and Solutions

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Agenda

Overview of Workforce Development programs and resources to respond to BRAC

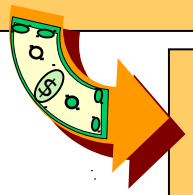
- DOL Principles for BRAC Response
- National Services and Strategies
  - National Emergency Grants
  - Electronic Tools
  - Coordinating with Business
- State/Local programs
  - One-Stop Career Centers/Workforce Investment Boards
  - Rapid Response

Department of Labor Principles for BRAC 2005 Response

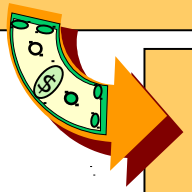
- Tailored to needs of affected communities
- Workers are assets with transferable skills
- Economic analysis as foundation for strategies and career guidance
- Demand-driven strategies linked to economic development
- Strategic partnerships for solutions-based approach

The Public Workforce System

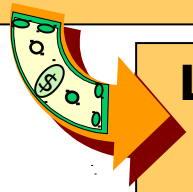
U.S. Department of Labor



State Workforce Investment Boards
(Includes Business, Government and Labor Leaders)



Local Workforce Investment Boards
(Includes Business, Labor and Other Community Leaders)



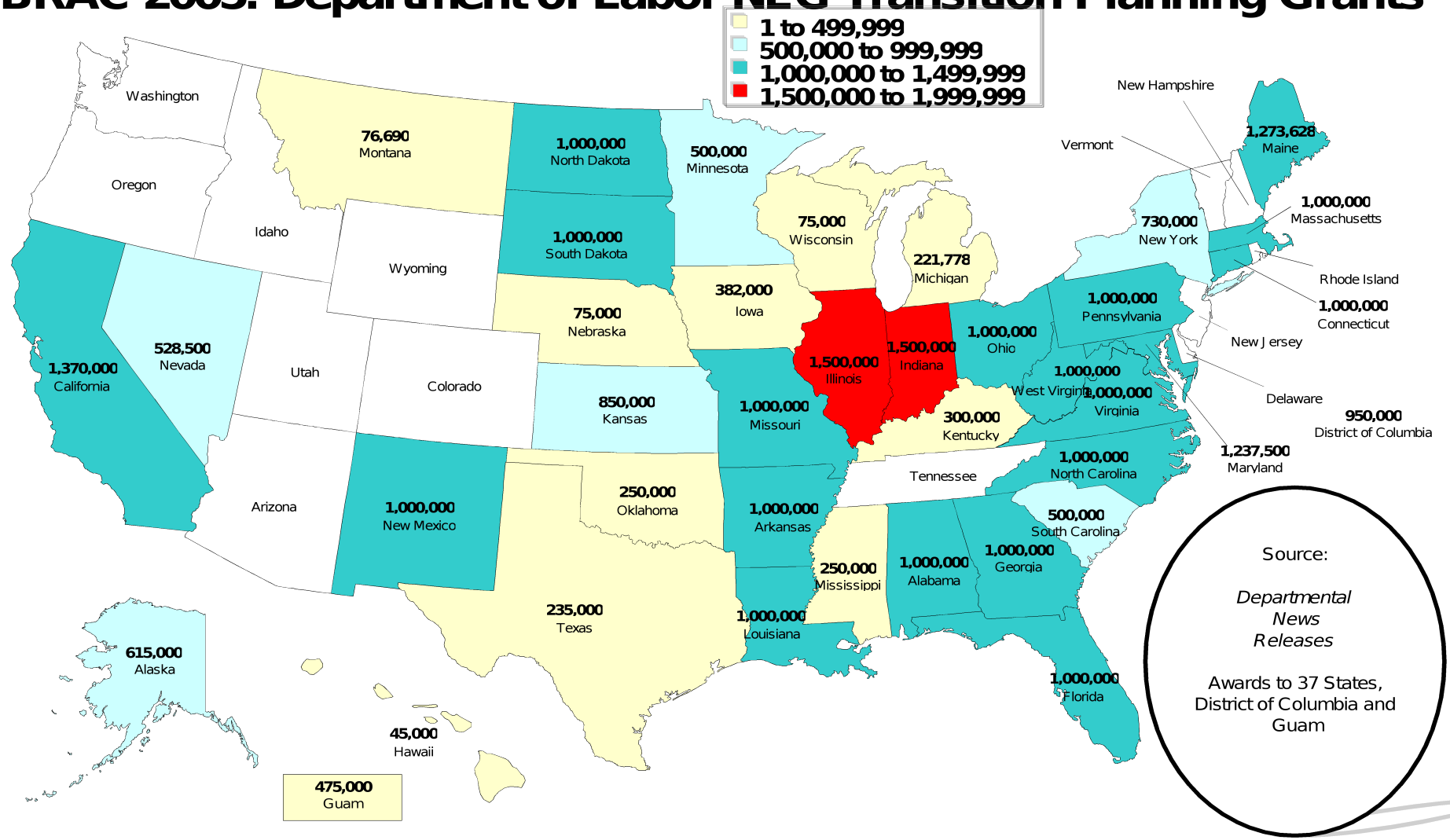
Local One-Stop Career Centers
(Delivers Services to Employers and Job Seekers)

- **$15 billion**
- **$160 million in discretionary spending**

National Emergency Grants

- NEGs temporarily expand service capacity at the state and local levels in response to significant dislocations (50 or more affected workers)
- For BRAC, ETA has authorized NEG funds to be used for planning purposes in states/local areas expecting to be impacted by BRAC, including:
  - Establishing transition committees of key stakeholders
  - Establishing infrastructure (including staffing) for planning efforts
  - Long-range planning for education and training needs
  - Leveraging additional resources to move from planning to implementation
  - Undertaking layoff aversion activities

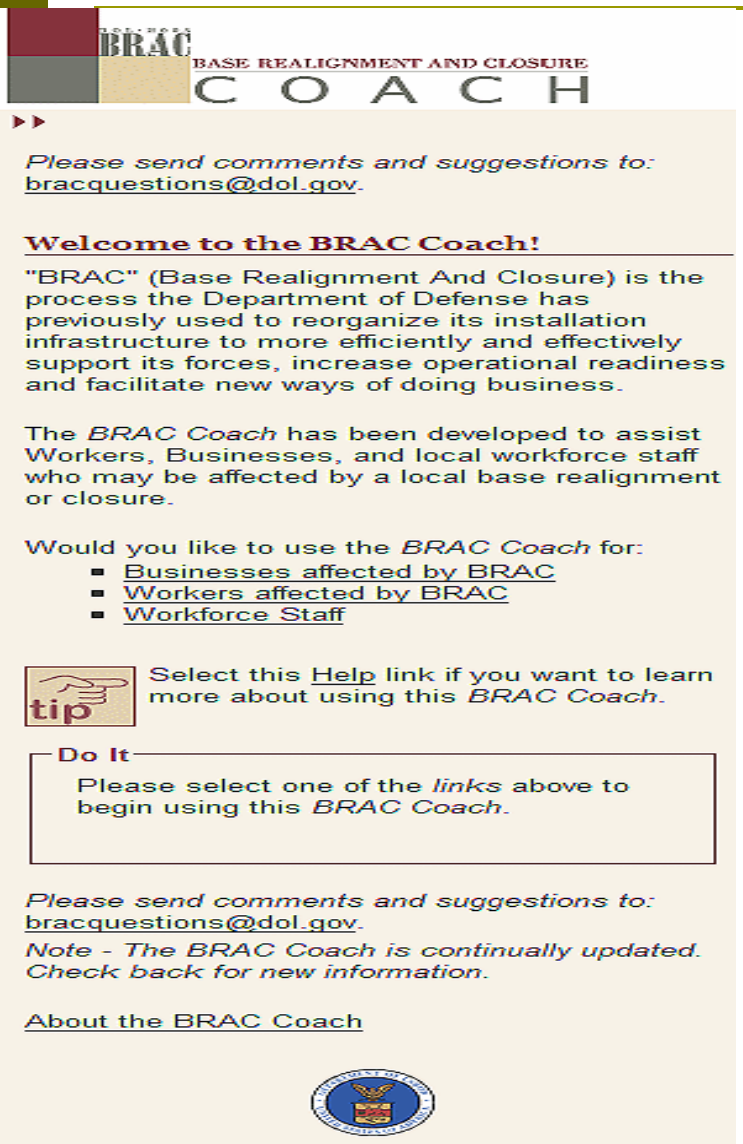
States with NEG Planning Grants



Electronic Resources

- CareerOneStop - www.careeronestop.org
  - America's Career InfoNet - www.acinet.org
  - America's Job Bank - www.ajb.org
  - America's Service Locator - www.servicelocator.org
  - BRAC Coach - www.brac-coach.org/
  - O*NET OnLine - http://online.onetcenter.org
- Career Voyages - www.careervoyages.org
- Toll-Free Help Line – 1-877-US2-JOBS

BRAC Coach


BRAC
BASE REALIGNMENT AND CLOSURE
COACH
Please send comments and suggestions to:
bracquestions@dol.gov.
Welcome to the BRAC Coach!
"BRAC" (Base Realignment And Closure) is the process the Department of Defense has previously used to reorganize its installation infrastructure to more efficiently and effectively support its forces, increase operational readiness and facilitate new ways of doing business.
The BRAC Coach has been developed to assist Workers, Businesses, and local workforce staff who may be affected by a local base realignment or closure.
Would you like to use the BRAC Coach for:
Businesses affected by BRAC
Workers affected by BRAC
Workforce Staff
tip
Select this Help link if you want to learn more about using this BRAC Coach.
Do It
Please select one of the links above to begin using this BRAC Coach.
Please send comments and suggestions to:
bracquestions@dol.gov.
Note - The BRAC Coach is continually updated. Check back for new information.
About the BRAC Coach

Identifies common issues or problems facing those likely to be affected by BRAC and provides step-by-step instructions to help the following user groups find resources and related information

- Businesses
- Workers
- Workforce staff

Business Connections to Support Transition Efforts

- Demand-driven workforce system with extensive business engagement
- Access to a network of employers in high growth, high demand industries
- Large, multi-state employers as national business partners

Services Available at the One-Stop

- The Career One-Stop system offers Core, Intensive, Training and Support services.
- Outreach, job search assistance, referral to employment, workforce and labor market information are Core services
- Assessment, job counseling, career planning are Intensive services.
- Classroom, on-the-job, customized, business start up, and basic skills are Training services.
- Child care, transportation, dependent care, housing assistance, needs related payments are Support services.

One-Stop Career Centers: Training Services

- Job Readiness Skills
- On-the-Job Training*
- Training for Current Workers
- Skills Upgrading
- Apprenticeship
- Specialized Technical Skills Training

**Up to 50% Training Cost Reimbursement Available*

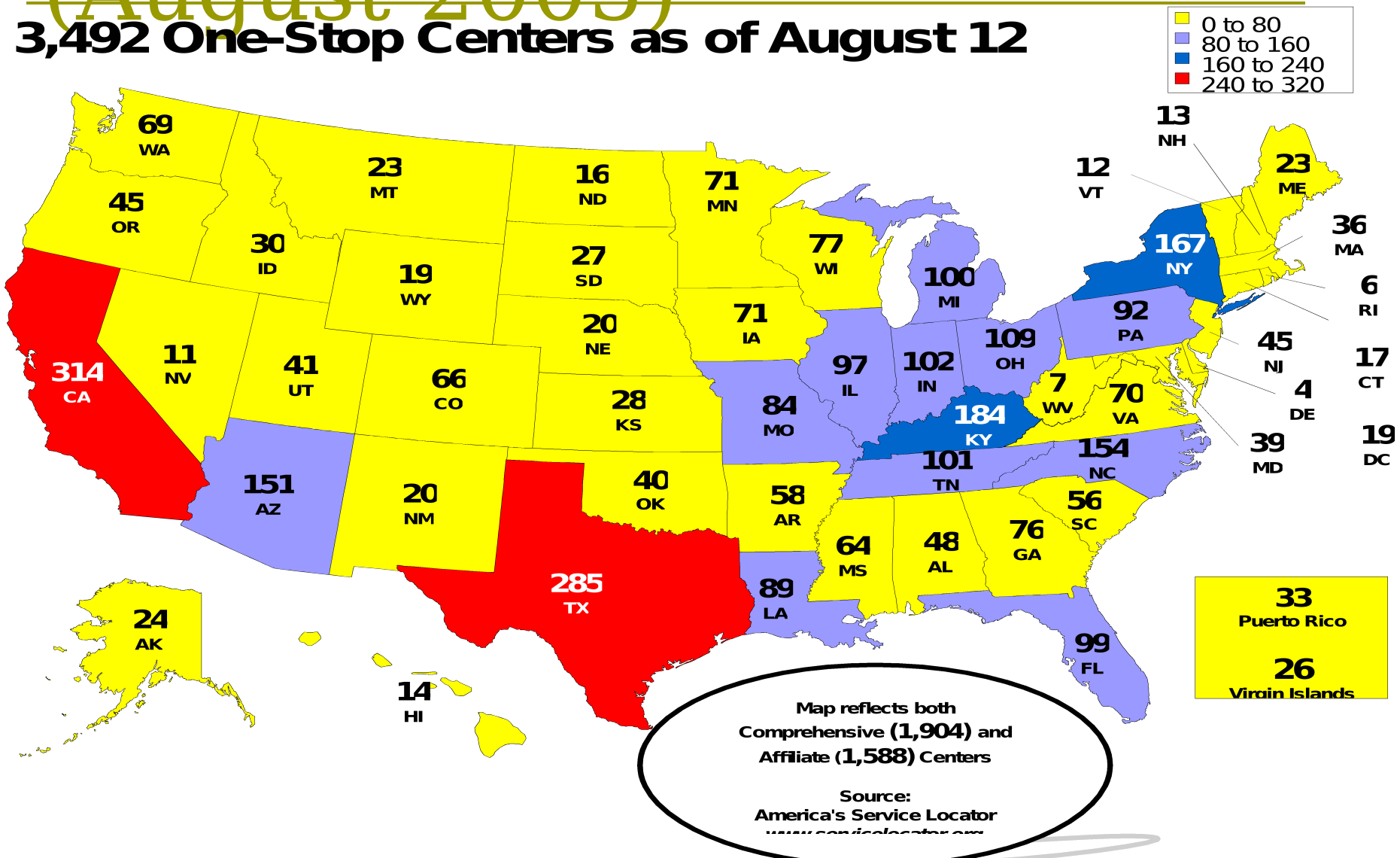
All Training Services Can Be Customized

One-Stop Career Centers: Employer Information Services

Labor Market Information

- Wage and Employment Trends
- Occupational Forecasts
- Demographic Data
- Economic Data
- Local Labor Market Analyst

One-Stop Career Centers (August 2005)



Rapid Response

What Rapid Response Does

- Responds to all plant closings
- Eases the transition from layoff notification to actual shut down
- Coordinates all activities concerned with plant closing/layoffs
- Provides a range of early intervention services
- Referrals to One-Stop Center services

What Rapid Response Does, contd

- Gathers necessary demographic information for NEG/additional state funding
- Links hiring employers to pool of available workers
- Helps employers access economic and workforce development resources

The Principle of Early Intervention

- Providing affected employees with pre-layoff services offers many advantages for the employer as well as the workers
- Early intervention services allow dislocated workers the best chance of re-entering the workforce with the least amount of time and money lost

Early Intervention: Employer Advantages

- Better working relationship between Employees and Employer
- Ensure productivity
- Project a better public image
- Save money: Placement of employees quickly after layoff saves on employer unemployment contributions.

Early Intervention: Employee Advantages

- Better understanding of how to access services
- Range of workshops and services provided on site, including:
  - Counseling
  - Job Placement
  - Assessment Services
  - Resume/interview workshops
  - Job fairs
  - Many others based on employer/employee needs
- Referral to One-Stop Career Centers

Rapid Response and Economic Development

- Rapid Response can help connect employers with hiring needs to those who are laying off (layoff aversion)
- Coordinate with One-Stops to ensure training in demand occupations
- Coordinate with economic development agencies to target companies relocating to or opening locations in state to provide skilled workforce
  - Rapid Response has most current labor market data AND knowledge of future layoffs to help prepare workforce solutions

Rapid Response/Career Center Coordination

- Marketing Efforts
- Explanation of all Center locations and Services
- Coordination of On-site Services
  - GED, ESL, Assessment, Workshops, counseling
- Seamless transition of employees from Rapid Response thru One-Stop Services
- National Emergency Grant funds
- Labor exchange activities (hiring employees laid off from other employers)

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